• 1st Relief @ 4% w.e.f. 15.11.1996 to the pensioners as on 15.11.1996 (i.e. 17.5% as on date).

• 2nd Relief @ 5.5% w.e.f. 01.04.1998 to the pensioners as on 31.03.1998 (i.e. 13.5% as on date).

• 3rd Relief @ 4% w.e.f. 01.04.1999 to the pensioners as on 31.03.1999 (i.e. 8% as on date).

• 4th Relief @ 4% w.e.f. 01.04.2000 to the pensioners as on 31.03.2000 (i.e. 4% as on date).

(b) The Employees' Pension Scheme, 1995 is a defined contribution and benefit scheme. Further relief to the pensioners can be given if actuarial valuations find any distributable surplus.

Interest Rate on EPF

579. SHRI D. RAJA:
SHRI R.C. SINGH:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether the Central Trade Unions have demanded 12 per cent interest on Employees' Provident Fund for the year 2007-08 due to the high rate of inflation; and

(b) if so, the details thereof and Government's decision thereon?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI OSCAR FERNANDES): (a) Yes, Sir. Some Central Trade Unions were demanding higher rate of interest on Employees' Provident Fund (EPF) contributions.

(b) The rate of interest on EPF balances is declared as per the provisions contained in Paragraph 60(1) of the Employees' Provident Funds Scheme, 1952. Employees' Provident Fund Organization is required to credit interest on the balance available in the accounts of the EPF members, at such rate as may be determined by the Central Government in consultation with the Central Board of Trustees. Paragraph 60 (1) needs to be read with Paragraph 60(4) according to which, "in determining the rate of interest, the Central Government shall satisfy itself that there is no overdrawal of the interest Suspense Account as a result of debit thereto of the interest credited to the accounts of the Members."

The rate of interest is decided for each year based on the estimated earnings of the Fund and estimated liabilities towards members.

The Central Government has approved 8.5% rate of interest for the year 2007-08 to the EPF subscribers.

Review of Industrial relations between management and workers

580. SHRI C. RAMACHANDRAIAH: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether his Ministry is undertaking a review of industrial relations between the management and workers of the country;

(b) if so, whether the grievances of the low paid employees, contract workforce and wage earners in private industrial units would be looked into;

(c) if so, whether emphasis would be laid to enhance the wage bargaining capacity of these employees; and

(d) if not, the reasons therefor?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI OSCAR FERNANDES): (a) to (c) Review of industrial relations between the management and workers and updation of legislative framework governing them is a continuous process and is undertaken by the appropriate Governments as applicable. Whenever the grievance of any category of workers including contract workforce are received, these are addressed as per legal provisions, by the appropriate Governments having jurisdiction over the particular industrial unit concerned with regard to the Labour Laws concerned. Where collective wage agreements are not in position, the minimum wages fixed by the appropriate Governments concerned for various categories of workers are applicable.

(d) Does not arise.

Cases pending before RLCs in Gujarat

581. SHRI PRAVEEN RASHTRAPAL: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) how many Regional Labour Commissioners are working to look into the complaints received from registered trade unions in various public sector undertakings of Central Government in Gujarat;

(b) whether the above officers are sufficient to look into the heavy pending cases in the various offices of the Labour Commissioners at Surat, Baroda, Ahmedabad, Rajkot and other such places in Gujarat;

(c) whether it is a fact that the post of Chairman, in particular the Central Industrial Tribunal has not been filled by Government for the last many years; and

(d) if so, the details of conciliation proceedings pending as on 31st March, 2008 in various R.L.Cs all over the Gujarat State?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI OSCAR FERNANDES): (a) There is one post of Regional Labour Commissioner (Central) in Gujarat at Ahmedabad. Further, there are three posts of Assistant Labour Commissioner (Central) in Gujarat one each at Ahmedabad, Baroda and Adipur (Kutch) and five posts of Labour Enforcement Officers (Central) in Gujarat one each at Rajkot, Adipur, Baroda and two at Ahmedabad.

(b) The present strength of these officers in Gujarat is as approved in the cadre restructuring done in 2004.

(c) The Central Government has constituted 22 Central Government Industrial Tribunal-cum-Labour Courts in the country. Each Central Government Industrial Tribunal-cum-Labour Court is presided over by a Presiding Officer. In the State of Gujarat, the Central Government Industrial Tribunal-cum-Labour Court is in Ahmedabad. The post of the Presiding Officer in that court is vacant from 31.05.2006.

(d) Details of industrial disputes pending before Regional Labour Commissioner (Central), Ahmedabad, Assistant Labour Commissioner (Central), Ahmedabad, Baroda and Adipur is given below: